

# **canpfa**

The Connecticut Association of Not-for-profit Providers For the Aging

## **Testimony to the Labor and Public Employees Committee**

### **Regarding**

### **House Bill 5460, An Act Concerning Captive Audience Meetings**

**February 10, 2011**

*CANPFA members serve thousands of people every day through mission-driven, not-for-profit organizations dedicated to providing the services people need, when they need them, in the place they call home. Our members offer the continuum of aging services: assisted living residences, continuing care retirement communities, residential care homes, nursing homes, home and community based services, and senior housing.*

The Connecticut Association of Not-for-profit Providers for the Aging (CANPFA) is an association of over 130 not-for-profit providers of long term care services for aging adults. Many CANPFA members are sponsored by faith based organizations and these organizations often require their employees to accompany their elderly residents and clients to religious activities and events. These activities and events may be related to the religious beliefs of the sponsoring organization or they may be related to the religious beliefs of the resident or client. Such religious activities are extremely important to the elderly we serve and their participation would not be possible if not for the assistance of the employees.

While it is our understanding that state legislation such as this would be preempted by the National Labor Relations Act, we must still raise our concern that this legislation might threaten a faith based provider organization's ability to require that their employees perform caretaking functions that involve attendance at religious ceremonies, gatherings, or activities. While paragraph (7) appears to attempt to address this concern, we are not convinced that it accomplishes our needs.

We thank you for allowing us to submit our comments and for your consideration of our concerns.

Respectfully submitted,

**Mag Morelli, CANPFA President**, 1340 Worthington Ridge, Berlin, CT 06037  
(860) 828-2903 [mmorelli@canpfa.org](mailto:mmorelli@canpfa.org)